

URBAN REDEVELOPMENT AUTHORITY OF PITTSBURGH
ECONOMIC OPPORTUNITY POLICY STATEMENT
FOR
MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISES

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ECONOMIC OPPORTUNITY POLICY STATEMENT

FOR

MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISES

The Urban Redevelopment Authority of Pittsburgh's (URA) Board and Management have a goal to provide an equal opportunity for business growth and development to minority and female businesses. The URA will not discriminate against any business concerns on the basis of race, color, religious creed, handicap, ancestry, national origin, age or sex.

All procurement transactions for professional services, construction, and commodities shall be conducted in a manner that provides open and free competition. This policy is consistent with federal and state statutory and regulatory provisions, the Mayor's Executive Order, and contractual requirements relating to equal opportunity. Contracts and awards will be made only to responsible firms or individuals that possess the ability to perform successfully under the terms and conditions of a proposed contract.

The URA requires that all contractors, vendors, redevelopers, and borrowers demonstrate a good faith effort to obtain the participation of Minority Business Enterprises (MBE) and Women Business Enterprises (WBE) in work to be performed in connection with URA funded projects over \$250,000. **The URA acknowledges the City of Pittsburgh's goal of eighteen (18%) percent minority and seven (7%) percent female participation in construction contracts and purchases, and will strive to achieve these goals. These goals can be achieved in two areas. The first area is the use of Minority and Women Subcontractors, and the second area is the full utilization of Minority and Women Laborers on projects. However, we stress the full utilization of subcontracting activities to constitute a successful M/WBE Plan. Suppliers will be given sixty (60%) percent credit and brokers ten (10%) percent credit of their participation in any project** (see Exhibit I regarding supplier/broker). The Authority also has a goal to monitor minority and women labor on all projects, and also work with contractors to increase their overall minority and women usage on each URA project. The URA will perform site visits to ensure that this employment goal is being recognized and/or fulfilled.

The URA collaborates with the Equal Opportunity Review Commission to ensure success in carrying out the MBE/WBE program. The URA Management will monitor all contracts on an on-going basis to ensure that each project contractor, vendor, redeveloper, and borrower is making a good faith effort to use MBE/WBE contractors on URA funded projects.

Exhibit I

MBE/WBE SUPPLY CONTRACTORS REGULATIONS

1. One hundred (100%) percent of the cost is counted towards the M/WBE goals if materials or supplies are obtained from an M/WBE **manufacturer**. A manufacturer is defined as a firm that operates or maintains a factory or establishment which provides, on the premises, the materials, supplies, articles, or equipment required under the contract.
2. Sixty (60%) percent of the cost is counted towards the M/WBE goals if the materials or supplies are purchased from a **regular dealer**. A regular dealer is defined as a firm which must own, operate, or maintain a store, warehouse, or other establishment where the materials, supplies, articles, or equipment of the general character described by the required specifications under the contract, are bought, kept in stock, and regularly sold or leased to the public as its principal business and under its own name.
3. Ten (10%) percent of the cost is counted towards the M/WBE goals if the materials or supplies are obtained from a **broker**. A broker is defined as a person who arranges or expedites transactions, i.e. packagers, manufacturers, representatives, etc.

URBAN REDEVELOPMENT AUTHORITY OF PITTSBURGH
OVERVIEW OF MINORITY AND WOMEN-OWNED BUSINESS
PARTICIPATION IN DEVELOPMENT PROJECTS

On behalf of the URA Board and the Management of the Urban Redevelopment Authority of Pittsburgh, we thank you for considering an investment in the City of Pittsburgh by starting or expanding your business here. As you know, your project will be assisted by funds with interest rates fixed at below prime interest rate, or by land assembled for future development that will save your business considerable dollars during the long term. In addition to the programs operated by the URA, we work in partnership with many funding sources, including various federal, state, and local industrial development and economic development entities. Funds are available for significant projects to facilitate development, to increase your competitiveness, and to reduce employment costs and other expenses.

There are many benefits and cost savings available to your project in the City of Pittsburgh. In return, the City of Pittsburgh and City Authorities, such as the URA, have established certain requirements on development proposals submitted by developers/borrowers to the City or the URA in which:

1. The development and/or construction costs exceed two hundred fifty thousand (\$250,000) dollars and the development entails:

EITHER OF THE FOLLOWING CONDITIONS:

2. There is transfer of land by the Authority to the developer or transfer or sale of land by an Authority to the developer where such land was acquired, in whole or in part, from the City pursuant to the cooperation agreement between the City and the Authority.

OR

3. Loans or grants to the developer from the City or the URA, in any case where the City is the applicant or recipient of the funds from such loan or grant from a federal or state agency.

For any project meeting condition 1 and either 2 or 3, URA requires that all developers, borrowers, and/or contractors must demonstrate a good faith effort to obtain the participation of Minority Business Enterprises (MBE) and Women Business Enterprises (WBE) in work to be performed, and make available employment opportunities in connection with URA funded projects over two hundred, fifty thousand (\$250,000) dollars.

All City development projects are required, by the Mayor's Executive Order, to have an effective MBE/WBE Plan. The Urban Redevelopment Authority's Diversity Director oversees the Authority's MBE/WBE endeavors and is available to provide assistance in helping to achieve this participation. The Urban Redevelopment Authority also monitors these efforts through its internal auditing compliance procedures. These efforts include:

- Examination of records and reports to ensure that MBE/WBE are being utilized on a project and being paid;

AND

- Issues regarding prevailing wages, Davis Bacon, and employment opportunities are being carried out in a proper manner.

The MBE/WBE Program is a goal, and not a set-aside, or quota. The URA seeks to ensure that good faith efforts are made to utilize and increase MBE/WBE contractors, vendors, and suppliers, on all URA projects.

URBAN REDEVELOPMENT AUTHORITY OF PITTSBURGH
MINORITIES AND WOMEN EMPLOYMENT PROJECT SUMMARY REPORT

Project Name		Contractor/Employer Name				Project Address:						
Contact Person:		Telephone Number:				Contact Number:			e-Mail Address:			
Total Development Costs:		Minorities and Women Employment Projected on Project										
<div style="text-align: center;">REPORT PERIOD: _____ , YEAR _____</div>												
Employee Name	Address	City	State	Zip Code	Phone #	Trade	Job Title	Hourly Rate	Pay During Reporting Period	Period Worked on Project (Weeks or Days)	Gender/ Race	# of Section 3 Employees & Trainees if applicable
Totals												